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MAY 23 1983

STATE OF WISCONSIN
BEFORE THE MEDIATOR/ARBITRATOR

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

In The Matter of The
Mediation/Arbitration Between

SENECA EDUCATION ASSOCIATION

and

SCHOOL DISTRICT OF SENECA

:
:
:
: CASE XVI
: No. 30022 Med/Arb-1798
: Decision No. 19903-A
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:
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:

APPEARANCES:

Kenneth Pfile, Executive Director, South West Teachers
United, appearing on behalf of the Seneca Education Association.

Kenneth Cole, Wisconsin Association of School Boards,
appearing on behalf of the School District of Seneca.

ARBITRATION HEARING BACKGROUND:

On October 5, 1982, the undersigned was notified by the Wisconsin Employment Relations Commission of appointment as mediator/arbitrator, pursuant to Section 111.70(4)(cm)6 of the Municipal Employment Relations Act in the matter of impasse between the Seneca Education Association, hereinafter referred to as the Association, and the School District of Seneca, hereinafter referred to as the Employer. The parties engaged in mediation on December 20, 1982. Mediation failed to resolve the impasse and the parties proceeded to arbitration on January 4, 1983. At that time, the parties were given full opportunity to present relevant evidence and make oral argument. Briefs were filed with and exchanged through the mediator/arbitrator on February 22, 1983.

THE ISSUES:

The issues at impasse between the parties involve dental and health insurance benefits, extracurricular pay and the salary schedule. The final offers of the parties appear attached as Appendix "A" and "B".

STATUTORY CRITERIA:

Since no voluntary impasse procedure was agreed to between the parties regarding the above impasse, the undersigned, under the Municipal Employment Relations Act, is required to choose the entire final offer of one of the parties on the unresolved issues.

Section 111.70(4)(cm)7 requires the mediator/arbitrator to consider the following criteria in the decision process:

- A. The lawful authority of the municipal employer.

- B. The stipulations of the parties.
- C. The interests and welfare of the public and the financial ability of the unit of government to meet the costs of any proposed settlement.
- D. Comparison of wages, hours and conditions of employment of the municipal employees involved in the arbitration proceedings with the wages, hours and conditions of employment of other employees performing similar services and with other employees generally in public employment in the same community and in comparable communities and in private employment in the same community and comparable communities.
- E. The average consumer prices for goods and services, commonly known as the cost-of-living.
- F. The overall compensation presently received by the municipal employees, including direct wage compensation, vacation, holidays and excused time, insurance and pensions, medical and hospitalization benefits, and the continuity and stability of employment, and all other benefits received.
- G. Changes in any of the foregoing circumstances during the pendency of the arbitration proceedings.
- H. Such other factors, not confined to the foregoing, which are normally or traditionally taken into consideration in the determination of wages, hours and conditions of employment through voluntary collective bargaining, mediation, fact-finding, arbitration or otherwise between the parties, in the public service or in private employment.

THE POSITIONS OF THE PARTIES:

The Association contends the comparables should consist of several different groupings, including all districts statewide, settled districts of the same size statewide, a subgroup of the settled districts of the same size statewide with equalized valuations, and the Ridges and Valleys Athletic Conference. While the Association states it believes the subgroup of settled districts of the same size statewide with equalized valuations and the districts within the Ridges and Valleys Athletic Conference are most reliable for comparability purposes, particularly if the most recent settlements and final offers are included in the Ridges and Valleys Conference comparisons, it argues that 111.70(4)(cm)7(d), Wis. Stats. intends a broader sampling of districts than those submitted by the Employer. Further, the Association posits that if equalized values, as well as equal numbers of students and teachers are used as criteria for establishing comparability among statewide districts, they would fall within the meaning of the statute when it refers to comparability.

Contending the State Constitution and the Laws of Wisconsin serve to enhance its argument, the Association posits the Constitution provides that education be a function of the State and the Laws of Wisconsin provide all school districts with an equal ability to provide a balanced educational system. Given these factors, the Association declares, there is merit in considering statewide comparables.

The Association continues that when statewide comparables

are used evidence of an "industry" trend exists. Adding that since the trend can be established and since the Seneca area economy cannot be any more severely depressed than other communities cited within the State, the Association argues the trend proves both the athletic conference and the Employer's final offer are outside the mainstream of the 1982-83 bargaining.

Declaring salary is of major importance between the parties, the Association avers the effects of the salary schedule proposals must be considered in several different ways. Among the considerations are the ability of the Seneca teachers to realize catch up, the rank of the District in comparison to districts of relative size with relatively equal resources, the rank of the District within the athletic conference, the effect the schedules have on the teaching staff, and a comparison of salary increases granted other district employees with that offered the teachers.

Asserting catch up is best demonstrated through statewide data, the Association contends the Seneca salary schedule has experienced less growth in the past three years than has the statewide average. It concludes under either offer the disparity will continue to grow, but the Employer's proposal is more detrimental to the District. The Association also contends the need for catch up is shown when comparisons are made between Seneca and statewide districts of the same relative size and equal resources. Concluding it is difficult to make comparisons with the athletic conference, since, historically, Seneca has been a leader and there is a wide disparity in schedules among the districts, the Association does posit, however, that comparison of benchmark positions shows both parties' offers maintain identical ranking with 1981-82 positions in four of the benchmark areas. The difference, it contends, however, lies in the fact that its offer provides for catch up to its former position at the BA/Step 7 position, while it improves the BA Minimum rank since a large number of teachers in the District are in the BA lane.

Noting teacher distribution within the District should be considered when evaluating the offers, the Association states that 80% of its teachers are in the BA lane and yet the schedule has disproportionately rewarded those in the Masters' portion of the schedule. The Association argues the Employer's offer does nothing to change this inconsistency. Further, it states the Employer's addition of an experience step to the schedule is a poor remedy for the structural problems which exist. It continues the addition is only a one time reward to those teachers who have reached maximum lane positions and does nothing for the other two-thirds which are not there.

Finally, the Association declares the wage benefits voluntarily given to the non-certified employees only demonstrates reasonableness of the Association's offer. It posits the Employer has voluntarily granted a 9.87% increase in wages to non-certified employees while it only offers teachers a 7.45% increase in wages. The Association continues its proposal of a 9% increase in wages is more appropriate since it is more similar to the increases given the non-certified employees.

As to the dispute on health and dental insurance, the Association states its proposal seeks to maintain the status quo. It posits that, in the past, voluntary agreement was reached between the parties wherein the District agreed to pay the full premium for both single and family insurance coverage.

It continues its offer only maintains this agreement. In addition, however, the Association avers the Employer's arguments should be rejected since not only was the status quo arrived at through voluntary agreement but the Employer, this year, voluntarily agreed to provide full premium payments for non-certified employees.

The Employer differs from the Association regarding appropriate comparables. It contends the most appropriate comparable is the athletic conference, which not only is consistent with a previous arbitration decision in Ithaca but allows for a comparison of districts which are similar in geographic location, size, etcetera, factors important when considering comparability.

The Employer rejects the statewide data provided by the Association contending it does not provide comparisons with employees in the same community or similar communities as the statute directs. Further, the reliability of the comparisons is questioned since it is impossible to determine the extent of multi-year settlements which exist among the statewide data. Without knowing the extent of multi-year settlements, the Employer posits it is difficult to determine whether the settlements were arrived at during different economic times and, accordingly, reflect a difference in bargaining positions.

The Employer contends the instant dispute does not involve catch up or maintenance of position but is an effort by the Association to exceed the salary levels of the comparable districts. Positing its current schedule is far better than those in the comparable districts, the Employer states the current schedule provides substantial compensation to the District's teachers and has lane differentials which are far superior to any of those among the comparables. The Employer continues, that if the Seneca teachers were placed on the other athletic conference schools schedules, they would realize far less than the 7.1% increase offered by the Employer, a fact which supports its position.

The Employer also argues its offer exceeds the annual Consumer Price Index rate from March, 1982 to October, 1982 which was only about 5%. It continues the inflationary rate as represented by the CPI, as well as testimony provided by the District, reflects the current economic conditions must be considered when determining which of the offers is more reasonable.

While not claiming an inability to pay, the Employer also posits implementation of the Association's offer would result in the District exceeding cost controls. Stating the timing of the arbitration is such that adjustments and reductions in the budget would be exceedingly difficult to make if the Association's offer were implemented, the Employer declares this should be considered when determining which of the final offers is more reasonable.

Finally, the Employer states the bulk of the increase given to the non-certified employees lies within the contribution to the retirement system and, therefore, it should be discounted. The Employer states the actual wage increase received by the non-certified employees was only 5.3% compared to its offer to the Association of 7.5%. Consequently, the Employer asserts the non-teaching settlement cannot serve to justify the Association's demands.

In regard to the health and dental issue, the Employer

states the real question is whether or not employees will participate in paying for the cost of protection. It declares that only once in ten years has it paid the full cost of the premium and that at that time it was not their intention to do so. It states the situation occurred when during the bargaining process it agreed to a dollar participation for the payment of the insurance premiums and failed to accurately anticipate the rates in the second year of a multi-year agreement. It concludes, then, that since it did not intend to pay the full premium, it should not now be held to that position. Finally, it concludes the comparables also support employee participation in the payment of the premiums and therefore its offer should prevail.

DISCUSSION:

Differing regarding the comparables, the Association proposed a combination of the districts both statewide and in the athletic conference as the appropriate sets of comparables and the Employer argued the athletic conference is the most appropriate set of comparables. The undersigned concurs with the Employer that the athletic conference is the most appropriate set of comparables. In doing so, the Association's arguments regarding the use of statewide comparables are rejected. While the Association presented a sub-group of statewide comparables which were similar in full time teaching equivalencies as well as student population, and similar in equalized values, factors which make these districts slightly more comparable, other factors which also establish comparability were lacking. When determining comparability, it is not only important to consider similarity in size and ability to pay, but it is important to consider the socio-economic, geographical and political factors which also affects comparability. Since these factors vary significantly throughout the State, the ability to compare districts statewide is minimized.

Further, the undersigned finds nothing in the Constitution or in the statutes or administrative rules of the State which would favor statewide comparisons for the purpose of making salary and benefit comparisons for teachers. Nothing within 111.70 Wis. Stats. or 121.02 Wis. Stats. can be construed to reference statewide comparisons when considering teacher compensation. While comparability is referenced in 111.70 Wis. Stats., nothing refers to statewide comparisons. Further, 121.02 Wis. Stats. addresses educational standards for school districts and not compensation for teachers. The equalization formula, which clearly the Association relies upon, in great part, for support of its argument, is intended to guarantee a certain property tax base for each student in order for each District to meet the standards set forth by the State. Nothing within that formula, however, is intended to address compensation of teachers, unless that compensation is linked to the cost of providing the standards.

Consequently, having rejected the statewide comparables, the athletic conference becomes the more appropriate set of comparables. It is well established through previous arbitration decisions that the athletic conference districts usually are similar, not only in full time teaching equivalencies, student populations and equalized value, but in geographical proximity and location to urbanized and non-urbanized areas. It is also generally recognized people within these districts compete for labor and services and share the same social, economic and political factors which affect decision making within a given area. Thus, it is appropriate to make comparisons among athletic conference schools. Further, since data regarding

settlements within the area, as well as the final offers of the districts is now available, it is even more reasonable to use the athletic conference as the more appropriate set of comparables.

Two issues remain at impasse between the parties: salary and health and dental insurance compensation. The final offers also reflected a difference in the extra-curricular pay area, however, the parties informed the undersigned basic agreement on this issue exists, therefore it is not considered as part of this discussion.

In regard to the salary issue, both offers, as to salary increase, are reasonable. Since the statewide comparisons were rejected as appropriate comparables, there is no demonstrated need for catch up. When the final offers of the parties are compared to the settlements and final offers which exist within the athletic conference, however, it does appear teachers within the District lost some ground in 1981-82 when proportionate increases in compensation are considered.

Comparison of Salaries
Dollar Increase Over The Average

<u>Year</u>	<u>BA</u> <u>Minimum</u>	<u>BA</u> <u>Maximum</u>	<u>MA</u> <u>Minimum</u>	<u>MA</u> <u>Maximum</u>	<u>Schedule</u> <u>Maximum</u>
1979-80	- 7	-315	+ 397	+439	+ 205
1980-81	+ 89	-150	+ 671	+765	+1,585
1981-82	+ 89	-393	+ 600	+506	+1,291
1982-83	+211*	-194	+ 742	+475	+1,401
	+411**	-214	+1,227	+545	+1,591

*The Employer's offer.

**The Association's offer.

There was not enough information provided, however, to determine whether or not the disproportionate increase in compensation was part of a trend occurring within the District. Thus, there is no indication that catch up in comparison to the athletic conference districts is needed. Further, when maintenance of rank is compared over the same few years, it appears the District has attempted to improve its relative position within the comparables.

Comparison of Salaries
Rank

<u>Year</u>	<u>BA</u> <u>Minimum</u>	<u>BA</u> <u>Maximum</u>	<u>MA</u> <u>Minimum</u>	<u>MA</u> <u>Maximum</u>	<u>Schedule</u> <u>Maximum</u>
1979-80	4-6*	6	2	1	3
1980-81	2-3	5-6	1	1	1
1981-82	3	6	1	2	1
1982-83	3/1**	5	1	2	2/1

*When the numbers are represented as 4-6, 2-3 or 5-6, they reflect a tie for the position among the districts.

**When the numbers are represented as 3/1 and 2/1, the first number reflects the rank which would be established under the Employer's offer while the second number represents the rank which would be established under the Association's offer.

While the charts on the previous page were used to determine whether or not catch up was needed, they were also used to analyze the merits of each party's offer. Both offers result in maintenance of rank at the BA Maximum, MA Minimum and MA Maximum benchmarks, although the Employer's offer represents greater improvement in salary at the BA Maximum benchmark position and the Association's offer represents a greater increase at the MA Minimum and MA Maximum positions. The Employer's offer maintains rank at the BA Minimum position and the Association's offer improves the rank from third position to first. This is also reflected by the dollar increase over the average which occurs under both offers at the BA Minimum position. At the Schedule Maximum position, while both offers appear to establish a greater increase over the average than existed in 1981-82, the Employer's offer results in a drop in rank from first to second position while the Association's offer maintains rank.

A comparison of the increment increases over the mean and average increases among the comparables also indicates the Employer's offer is as reasonable as the Association's offer.

Comparison of Increment Increases¹
Relative to the Average Increase

<u>Year</u>	<u>BA Minimum</u>	<u>BA Maximum</u>	<u>MA Minimum</u>	<u>MA Maximum</u>	<u>Schedule Maximum</u>
1980-81	+ 96	+309	+274	+327	+1,380
1981-82	+ 58	-243	- 71	+124	- 294
1982-83	+206*	+199	+ 8	+ 31	+ 110
	+436**	+179	+398	+ 39	+ 300

*The Employer's offer.

**The Association's offer.

¹For some reason, in 1982-83, there was a zero dollar increase in the BA Minimum in LaFarge. If LaFarge is excluded from the comparables, the dollar deviance from the average would be +37 under the Employer's offer and +267 under the Association's offer.

Comparison of Increment Increases
Relative to the Mean Increases

<u>Year</u>	<u>BA Minimum</u>	<u>BA Maximum</u>	<u>MA Minimum</u>	<u>MA Maximum</u>	<u>Schedule Maximum</u>
1980-81	+ 70	+200	+250	+369	+1,275
1981-82	+ 75	-275	- 75	+225	- 261
1982-83	+ 75*	+363	+ 15	+ 23	+ 205
	+305**	+343	+405	+ 93	+ 395

*The Employer's offer.

**The Association's offer.

The comparison of increment increases over the average increases tends to support the Employer's offer. The Employer's offer is

more comparable at the BA Minimum position, results in improvement at the BA Maximum position, improves the MA Minimum and Schedule Maximum positions. The Association's offer is only more comparable at the MA Maximum position while the relative difference between the two offers is minimal. The same holds true when a comparison of the increment increases was made relative to the mean increases received in the comparable districts.

While benchmark comparisons, such as those made above, tend to support the Employer's offer, it should be remembered that much of the improvement represented in the Employer's offer is the result of an additional step in the salary schedule rather than an actual increase in the previous position. Consequently, while the Employer's offer appears to be as reasonable as the Association's, the undersigned concludes the Association's offer is the more reasonable. Without demonstrating a need for the structural change in the schedule, the Employer has proposed the addition of a fourteenth step. While the undersigned is not persuaded by the Association's argument that the fourteenth step does nothing significant to the schedule for teachers who are currently employed within the District, such changes in the schedule should not occur unless they are the result of voluntary agreement or unless there is a demonstrated need for the change. Further, while the Association seeks substantial improvement at the BA Minimum position, this is offset by the fact that the Employer seeks a structural change in the schedule.

The Association argues that comparisons among the athletic conference are difficult to make since the District enjoyed a position of leadership and since there is wide dissimilarity in the agreements reached among the parties. The undersigned concurs there are a number of differences in the settlements reached by the parties as is evidenced by the agreement reached in LaFarge. However, further analysis of the mean and average increases, as well as the general salary differences, indicates the District does, in fact, tend to be a leader among the conference schools. Consequently, in an effort to determine which offer more reasonably maintains the District's leadership position, the size of the increment was measured against the previous year's salary.

(Graph has been inserted on following page.)

Comparison of Incremental Increase¹
To Previous Year's Salary

	<u>BA Minimum</u>	<u>BA Maximum</u>	<u>MA Minimum</u>	<u>MA Maximum</u>	<u>Schedule Maximum</u>
DeSoto	5.1%	5.7%	5.2%	11.3%	5.7%
LaFarge	0%	4.6%	4.9%	5%	5.3%
Ithaca	6%	7.9%	10.3%	8.9%	8.9%
Kickapoo	5.4%	7%	8.5%	7.9%	7.9%
North Crawford	4.7%	4.5%	5.3%	7.2%	4.1%
Weston	4.3%	5.3%	6.7%	6.7%	7.3%
Wauzeka	4.3%	4.9%	4.6%	5.1%	5.2%
Average	4.3% ²	5.6%	6.1%	7%	6.3%
Senaca					
Employer	5.4%	6.7%	5.1%	6.7%	6.5%
Association	7.3%	6.8%	8.1%	7.1%	7.5%
<u>Difference</u>					
Employer	1.3%	1.1%	-1.4%	- .3%	.2%
Association	3.0%	1.2%	1.6%	.1%	1.2%

¹The increase was arrived at by assuming the Employer would prevail in Weston and DeSoto since they are in final offer stage.

²If LaFarge is excluded from the average since there was no increase at the BA Minimum position, the Employer's offer differs from the average by .4% while the Association's offer differs by 2.3%.

When the percentage increases in each of the lanes is compared to the salary in the previous year, it becomes apparent that under the Employer's offer very little is done to maintain the previous position held by the District. At the MA Minimum, MA Maximum and Schedule Maximum positions several of the comparable districts provided percent increases which were greater than that being offered by the Employer in Seneca. In addition, when the Association's offer is compared to these percent increases at these three lane positions, the offer is slightly less than or equal to the percent increases that were given in other districts. At the BA Maximum position both the Employer's offer and the Association's offer are very similar. At the BA Minimum position, however, the Association's offer results in a substantial increase in percent which is not only well above the average but well above any of the other percent increases that result at the BA Minimum among the comparable districts. Given this analysis, however, even with the significant increase at the BA Minimum position, it is apparent the Association's offer will do more to maintain its position of comparability among the districts.

While the Employer argues the wage increases given its

non-certified employees should not be considered when determining which of the offers is more reasonable, these wage increases are part of the comparison criteria under 111.70 Wis. Stats. The Employer contends the actual wage increase it granted non-certified employees was only 5.3% and that the 9.8% overall increase cited by the Association as support for its offer is actually the result of an increase in retirement benefits and therefore cannot be used to support a wage offer higher than the one it has offered the Association. When an analysis of the rate increases was made, while the overall cost to the District might have been 5.3%, the rate increases for the non-certified employees varied from 6.9% to 7.8%. In addition, when the fringe benefits were costed into the increase, the total dollar benefit increase realized by the non-certified employees was 9.7% to 14%. While there is a difference between the value realized as benefit by the employee and the actual cost to the District, this may be the result of reduced hours or layoffs. The fact is, however, the actual salary increase granted non-certified employees by the Employer was more similar to the increase sought by the Association than that offered by the Employer.

In addition to the wage increase granted non-certified employees, the undersigned finds the cost of living, as measured by the cost of living indexes, settlements in the area, and the rate increases granted locally reflects the Association's offer is the more reasonable of the two. The Employer argues its offer is more reasonable since the Consumer Price Index reflected a 5% or thereabouts increase at the time settlement would have occurred. In addition to this index, however, the settlements in Ithaca and Kickapoo, the only two districts for which percentages are known, tend to support a cost of living within the area which is actually higher than the 5% cited by the Employer and closer to the Small Metro Area or Non-Metro Urban Consumer Price Index rates reflected in August. In Ithaca, the settlement was 8.49%, while in Kickapoo the settlement was 8.27%. Both of these percentages are higher than the 7.1% offered by the Employer and much closer to the 9.1% sought by the Association. Further, the overall package increase of 9.87% offered by the Employer to the non-certified employees indicates the Employer must believe the cost of living rate within the area is actually higher than the 5% Consumer Price Index cited. Thus, while the Association's percentage increase is high during current economic times, it is not significantly different from the percentage rates reflected as a cost of living in the area at the time when settlement should have occurred.

The Employer has argued the question regarding the health and dental insurance issue is whether or not employees should share in the cost of insurances. While the undersigned would concur with the District that this may be a good philosophy, the Employer is not consistent in applying this philosophy. Since the Employer voluntarily agreed to pay the full premium costs for its non-certified employees, the merit of the Employer's argument is greatly diminished.

testimony may exist on how this situation occurred, the fact is that the Association's offer does seek to maintain the status quo in this regard.

Finally, while there might be merit in having employees pay into the cost of insurance premiums so that they are aware of the escalating costs of health and dental insurance, a comparison of the health insurance costs in Seneca with the costs incurred in other districts indicates insurance premiums are lower in Seneca. In over half of the districts, even if the Employer does not pay the full cost of the premium, the Employer's share of the premium is higher than the full cost of the premium in Seneca. Thus, the comparables do not sway the issue one way or the other.


Finally, the Employer's argument regarding cost controls is not persuasive. The Employer has argued that if the Association's offer is accepted, in all likelihood, it would be forced to exceed cost controls since it has budgeted narrowly and since the contract will not be decided until almost the end of the school year. While this argument has merit, no evidence was submitted by the District to actually show it would, in fact, exceed cost controls. Further, arbitrators should not be put in the position of deciding one offer is more reasonable than another on the basis of "having already spent the money". If this were allowed to be a controlling factor it would be altogether too easy for employers to commit their budget prior to the mediation/arbitration proceeding and use that as a leverage to diminish the intent of the collective bargaining legislation.

In summary, it has been concluded the Association's offer is more reasonable since it does not seek to alter the salary schedule structure and more reasonably maintains the District's leadership position, while both offers are reasonable relative to the salary increase offered. In addition, the cost of living data for the area, as well as the rate increase voluntarily paid employees within the District, supports the Association's offer. Finally, the Association's offer is also more reasonable regarding the health and dental insurance issue since it not only supports the status quo in the District but is similar to the provision given other employees within the District. Thus, having reviewed the evidence and arguments and after applying the statutory criteria and having concluded the Association's offer is generally more reasonable, the undersigned makes the following

AWARD

The final offer of the Association, together with the stipulations of the parties which reflect prior agreements in bargaining, as well as those provisions of the predecessor collective bargaining agreement, are to be incorporated into the collective bargaining agreement as required by statute.

Dated this 9th day of May, 1983, at La Crosse, Wisconsin.



Sharon K. Imes
Mediator/Arbitrator

SKI/mls

"APPENDIX A"

SEP 1 1982

Name of Case: School District of Seneca

The following, or the attachment hereto, constitutes our final offer for the purposes of mediation-arbitration pursuant to Section 111.70(4)(cm)6. of the Municipal Employment Relations Act. A copy of such final offer has been submitted to the other party involved in this proceeding, and the undersigned has received a copy of the final offer of the other party. Each page of the attachment hereto has been initialed by me.

8-30-82
(Date)

Paul J. Bierbauer
(Representative)

On Behalf of: Seneca Education Association

SEP 1 1982

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

In the Matter of Mediation/Arbitration

:
Seneca Education Association :
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 vs. :
:
Seneca School District :
:

FINAL LAST OFFER OF THE ASSOCIATION

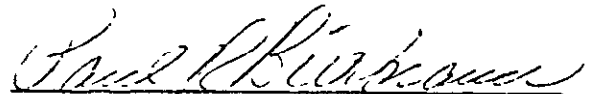
Submitted by:

Paul R. Bierbrauer
Executive Director
South West Teachers United

LAST BEST OFFER
SENECA EDUCATION ASSOCIATION

The attached are economic proposals set forth as the Last Best Offer of the Seneca Education Association to be effective as of July 1, 1982, and to be effective through June 30, 1983. The current agreement between the parties provides for an economic reopener only and shall remain unchanged except by stipulations reached on economic matters and as modified by this offer.

August 30, 1982


On Behalf of the
Seneca Education Association

Health Insurance Benefit

The Board of Education will pay up to \$94.66 toward each family premium and \$37.92 toward each single premium per month ...

Dental Insurance Benefit

The Board of Education will pay \$9.96 per month toward the single or family dental plan premium. The benefits schedule is per Appendix C.

Extra Curricular

\$10.00/event for dance chaperones.

QMB
8/30/82

SENECA 82-83 SALARY SCHEDULE

STEP	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24
1	12,530	12,930	13,330	13,730	14,130	14,530	14,930	15,330
2	12,910	13,320	13,730	14,150	14,580	14,980	15,380	15,780
3	13,290	13,710	14,130	14,570	15,030	15,430	15,830	16,230
4	13,670	14,100	14,530	14,990	15,480	15,880	16,280	16,680
5	14,050	14,490	14,930	15,410	15,930	16,330	16,730	17,130
6	14,430	14,880	15,330	15,830	16,380	16,780	17,180	17,580
7	14,810	15,270	15,730	16,250	16,830	17,230	17,630	18,030
8	15,190	15,660	16,130	16,670	17,280	17,680	18,080	18,480
9	15,570	16,050	16,530	17,090	17,730	18,130	18,530	18,930
10	15,950	16,440	16,930	17,510	18,180	18,580	18,980	19,380
11	16,330	16,830	17,330	17,930	18,630	19,030	19,430	19,830
12	16,710	17,220	17,730	18,350	19,080	19,480	19,880	20,280
13	17,090	17,610	18,130	18,770	19,530	19,930	20,330	20,730

GFB
8/30/83

"APPENDIX B"

Name of Case: School District of Seneca

The following, or the attachment hereto, constitutes our final offer for the purposes of mediation-arbitration pursuant to Section 111.70(4)(cm)6. of the Municipal Employment Relations Act. A copy of such final offer has been submitted to the other party involved in this proceeding, and the undersigned has received a copy of the final offer of the other party. Each page of the attachment hereto has been initialed by me.

8-30-82
(Date)

H. A. Bentley
(Representative)

On Behalf of: School District of Seneca

SEP 3 1982

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

SEP 3 1982

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

FINAL OFFER OF THE SCHOOL DISTRICT OF SENECA

August 30, 1982

LWB

HEALTH INSURANCE

The Board of Education will pay up to \$88.00 per month toward each family premium and up to \$35.00 per month for each single premium.

DENTAL INSURANCE

The Board of Education will pay up to \$7.00 per month toward the single or family premium.

EXTRA DUTY PAY

The Board of Education will add \$320.00 to the extra duty pay schedule for dance chaperones (two each for 16 events at \$10.00).

BASIC SALARY SCHEDULE

See attached.

AWB

SENECA DISTRICT SCHOOLS
1982-83 BASIC SALARY SCHEDULE

Level	Years Teaching Experience	0	1	2	3	4	5	6	7	8	9	10	11	12	13
	Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
BS		12,300	12,670	13,040	13,410	13,780	14,150	14,520	14,890	15,260	15,630	16,000	16,370	16,740	17,110
BS + 8		12,660	13,040	13,420	13,800	14,180	14,760	14,940	15,320	15,700	16,080	16,460	16,840	17,220	17,600
BS + 16		13,020	13,410	13,800	14,190	14,580	14,970	15,360	15,750	16,140	16,530	16,920	17,310	17,700	18,090
BS + 24		13,380	13,790	14,200	14,610	15,020	15,430	15,840	16,250	16,660	17,070	17,480	17,890	18,300	18,710
MS		13,740	14,180	14,620	15,060	15,500	15,940	16,380	16,820	17,260	17,700	18,140	18,580	19,020	19,460
MS + 8		14,100	14,540	14,980	15,420	15,860	16,300	16,740	17,180	17,620	18,060	18,500	18,940	19,380	19,820
MS + 16		14,460	14,900	15,340	15,780	16,220	16,660	17,100	17,540	17,980	18,420	18,860	19,300	19,740	20,180
MS + 24		14,820	15,260	15,700	16,140	16,580	17,020	17,460	17,900	18,340	18,780	19,220	19,660	20,100	20,540

12/83